



GOVERNMENT OF WEST BENGAL



Finance Department Audit Branch

West Bengal Services (Revision of Pay and Allowance) Rules, 2009, Memorandum issued thereon and related orders 79 Gist

FOREWORD

The West Bengal Services (Revision of Pay and Allowance) Rules, 2009 and other notifications on revision of pay of Police personnel, Civil Defence personnel, staff and officers of the Public Service Commission, West Bengal as well as a Memorandum on the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 and allied matters have been published in the extraordinary issue of Kolkata Gazette dated the 23rd February, 2009. Government has also issued orders sanctioning fresh instalments of Dearness Allowance with effect from the 1st April, 2009.

In this volume, the above-mentioned rules, notifications, memorandum and order have been compiled together for the benefit of all Heads of Offices and Drawing & Disbursing Officers.

Albrary Co.

DIPANKAR MUKHOPADHYAY

Principal Secretary to the

Government of West Bengal

Finance Department

Acc. no - 16/197

Kolkata

The

Hailia viid

Gazette

Extraordinary Published by Authority

PHALGUNA 4]

MONDAY, FEBRUARY 23, 2009

ISAKA 1930

PART I-Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL

FINANCE DEPARTMENT Audit Branch

NOTIFICATION

No. 1690-F,-the 23rd February, 2009.— In exercise of the power conferred by the proviso to article 309 of the Constitution of India, the Governor is pleased hereby to make the following rules:—

Rules

- 1. Short title and commencement.—(1) These rules may be called the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.
 - (2) They shall be deemed to have come into force on the first day of January, 2006.
- 2. Application. (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts under the rule making control of the Government of West Bengal except members of All India Services, the West Bengal Judicial Service and members of the services to whom the University Grants Commission and the All India Council of Technical Education scales of pay apply.
 - (2) Unless specifically extended under express order of the Government, these rules shall not apply to -
 - (a) Subordinate executive staff of the Police Forces in West Bengal,
 - (b) Officers and staff of the West Bengal National Volunteer Force,
 - (c) Officers and staff of the West Bengal Legislative Assembly Secretariat,
 - (d) Officers and staff of the Public Service Commission, West Bengal,

- (e) Officers and staff of the High Court at Calcutta,
- (f) Government employees appointed on contract,
- (g) Government employees not in whole time employment,
- (h) Government employees paid otherwise than on a monthly basis, including those paid at piece-rates,
- (i) Government employees who have retired in the afternoon of the 31st December, 2005, and
- (j) Government employees re-employed after retirement.
- Definitions. (1) In these rules, unless the context otherwise requires, -
 - (a) "existing basic pay" means the pay drawn in the prescribed existing scale of pay, including stagnation increment(s), if any, but does not include any other type of pay;
 - (b) "existing scale" means, -
 - (i) in relation to a Government employee, the existing scale applicable to the post held by the Government employee or, as the case may be, the personal scale applicable to him on account of his advancement to a higher scale under specific or general orders of the Government as on the 1st January, 2006, whether in a substantive or officiating or temporary capacity, and
 - (ii) in the case of Government employee who was on the 1st January, 2006, on deputation or on foreign service or on leave or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, the scale of pay applicable to the post which he would have held but for his being on deputation or on foreign service or on leave or, as the case may be, but for his officiating in a higher post;
 - (c) "existing emoluments" mean the aggregate of -
 - (i) existing basic pay,
 - (ii) dearness pay appropriate to the basic pay, and
 - (iii) dearness allowance appropriate to the basic pay plus dearness pay at index average 536 (1982 = 100);
 - (d) "present scale", in relation to any post specified in column (2) of Part D of Schedule I, means the scale of pay specified against that post in column (3) thereof;
 - (e) "pay in the pay band" means pay drawn in the running pay bands specified in column (5) of Part D of Schedule I;
 - (f) "grade pay" means a fixed amount corresponding to the pre-revised pay scales/posts;
 - (g) "revised pay structure", in relation to any post specified in column (2) of Part D of Schedule I, means the pay band scale and grade pay specified against column (5) and column (6) of that Part, unless a different revised pay in the pay band and grade pay is notified separately for that post;
 - (h) "basic pay in the revised pay structure" means the pay drawn in the prescribed pay band plus applicable grade pay but does not include any other type of pay;
 - (i) "revised emoluments" means the pay in the pay band plus the grade pay of a Government employee in the revised pay structure and includes the revised non-practicing allowance, if any, admissible to him.
 - (j) "Schedule" means the Schedule appended to these rules.
 - (2) Words and expressions used but not defined in these rules shall have the same meanings as respectively assigned to them in the West Bengal Service Rules, Part I.

- 4. Scale of pay of post. From the date of commencement of these rules, the pay band and grade pay of every post specified in column (2) of Part D of Schedule I, shall be as specified in column (5) and column (6) respectively thereof.
- 5. Drawal of pay in revised pay structure. Save as otherwise provided in these rules, every Government employee shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government employee may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale:

Provided further that in case where a Government employee has been placed in a higher pay scale between the period from 1st January, 2006 to the date of notification of these rules on account of promotion, upgradation of pay scales etc., such Government employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

Explanation I. – The option to retain the existing scale under the first proviso to this rule, shall be admissible only in respect of one existing scale.

Explanation II. – The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government Service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation III.— Where a Government employee exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under the existing rules or order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of option.— (1) The option under the provisos to rule 5 shall be exercised in writing in the Form appended to Schedule II so as to reach the authority mentioned in sub-rule (2) within three months of the date of publication of these rules in the Official Gazette:

Provided that -

- (i) a Government employee, who on the date of publication of these rules in the Official Gazette, is on leave or deputation or on foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of his return from such leave or deputation or foreign service, as the case may be; and
- (ii) a Government employee, who is under suspension on the date of publication of these rules in the Official Gazette, shall exercise the said option within three months of the date of his return to his duty or within three months of the date of publication of these rules in the Official Gazette, whichever is later.
- (2) The option shall be submitted by the Government employee to the Head of his Office.
- (3) If the option under sub-rule (1) has not been received by the Head of his Office within the time mentioned in that sub-rule, the Government employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2006.
 - (4) The option once exercised shall be final.
- Note 1. A Government employee whose service is terminated on or after the 1st day of April, 2008 and who is unable to exercise the option on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds within the prescribed period, shall be entitled to the benefits of exercising option under this rule.

- Note 2. A Government employee, who died on or after 1st day of January, 2006 and could not exercise the option within the prescribed period, shall be deemed to have exercised option for the revised pay structure on and from the 1st day of January, 2006 or from such subsequent date as is considered most beneficial to him, if he was alive.
- Note 3. A Government employee who was on leave on the 1st January, 2006 and is entitled to leave salary, shall be allowed the benefits of exercising option under this rule.
- Note 4. A Government employee whose existing scale of the post was revised with effect from any date notionally before publication of these rules, may be allowed the benefits of exercising option under this rule on the basis of notional basic pay in the existing scale.
- 7. Fixation of initial pay in revised pay structure. (1) The initial pay of a Government employee who elects or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Governor by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien, or would have held a lien had his lien not been suspended, and in respect of his pay in the officiating post held by him in the following manner namely:-
 - (a) in case of all employees, -
 - (i) the pay in the pay band of a Government employee who continued in service after 31st December, 2005, shall be determined notionally as on 1st day of January, 2006, by way of multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10;

Provided that if the minimum of the revised pay band is higher than the amount so arrived at in accordance with the provisions of this item, the pay shall be fixed at the minimum of the revised pay band;

- (ii) after the pay in the pay band so determined, grade pay corresponding to the existing scale shall be added;
- (b) in case of medical officers and veterinarians who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed notionally in accordance with the provisions of clause (a):

Provided that the pre-revised dearness allowance appropriate to the existing non-practising allowance admissible at index average of 536 (1982=100) shall be added while fixing the pay in the revised pay band, and the amount of non-practising allowance at the rate as specified in Part F of Schedule I shall be drawn with effect from the 1st day of January, 2006 or the date of option for revised pay structure notionally, in addition to the pay so fixed in the revised pay structure.

- Note 1.— A Government employee who is on leave on the date of commencement of these rules and is entitled to leave salary, shall become entitled to pay in the revised pay structure from the date of actual effect of the revised emoluments. Similarly, where a Government employee is on study leave shall get the benefit of these rules.
- Note 2.— A Government employee under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure shall be subject to the final order of the pending disciplinary proceedings.
- Note 3.—Where the amount of existing emoluments exceeds the revised emoluments in respect of any Government employee, the difference amount shall be allowed as personal pay to be absorbed in future increases in pay.
- Note 4.— Where in the fixation of pay under sub-rule (1), the pay of a Government employee, who, immediately before the 1st day of January, 2006, was drawing more pay in the existing scale than another Government employee junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

- Note 5. In the case where a senior Government employee promoted to a higher post before the 1st day of January, 2006, draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of senior Government employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up shall be done by the Government with effect from the date of promotion of the junior Government employee subject to the fulfillment of the following conditions:–
 - (i) both the junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
 - (ii) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical;
 - (iii) the senior Government employee at the time of promotion should have been drawing equal or more pay than the junior;
 - (iv) the anomaly should arise directly as a result of the application of the provisions of the normal rule or any other rule or order regulating fixation of pay on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, the provisions of this *Note* shall not be applicable to step up the pay of the senior officer.
- Note 6. Where a Government employee is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, the difference representing such excess shall be allowed to such Government employee as personal pay to be absorbed in future increases of the pay.
- (2) Subject to provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.
- 8. Fixation of pay in revised pay structure of employees appointed as fresh recruits on or after 1st day of January, 2006. (1) The pay of direct recruits to a particular post carrying a specific grade pay shall be fixed on or after the 1st day of January, 2006, at the entry level pay in the pay band as indicated in Part D or Part E, as the case may be, of Schedule I to these rules.
 - (2) The provisions of sub-rule (1) shall also be applied in the case of those recruited between the 1st day of January, 2006 and the date of publication of these rules:

Provided that where the emoluments in the pre-revised pay scale(s) i.e., sum total of the basic pay in the pre-revised pay scale(s), dearness pay, if any, plus dearness allowance applicable from the date of joining, exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be ignored upto the 31st day of March, 2008 and such difference in total emoluments for the period from 1st day of April, 2008 to the date of publication of these rules, shall be regulated in accordance with the provisions of rule 12.

- 9. Rate of increment in revised pay structure. (1) The rate of increment in the revised pay structure shall be three per centum (3%) of the sum of the pay in the pay band and grade pay applicable and the resulting amount shall be rounded off to the next multiple of 10.
 - (2) The amount of increment shall be added to the existing pay in the pay band.

Provided that in case a Government employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band, shall be placed in the next higher pay band after one year of reaching such a maximum and at the time of placement in the higher pay band, benefit of one increment shall be allowed while the grade pay shall remain the same in the higher pay band and such Government employee shall continue to move in the higher pay band till his pay in the pay band reaches the maximum of pay band-5 (PB-5):

Provided further that in case a Government employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band-5(PB-5), neither further increment shall be granted to such a Government employee nor such an amount of increments shall be added to the existing pay in the pay band.

10. Date of increment in revised pay structure.— (1) In respect of all Government employees, there shall be a uniform date of annual increment and such date of annual increment shall be the 1st day of July of every year:

Provided that in case of a Government employee who had been drawing maximum of the existing scale of pay for more than a year on the 1st day of January, 2006, the next increment in the unrevised pay scale shall be allowed on the 1st day of January, 2006 and thereafter the provision of this rule shall apply.

- Note 1.— In case of Government employees completing six (6) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted the increment. The first increment after fixation of pay on the 1st day of January, 2006 in the revised pay structure shall be granted notionally on the 1st day of July, 2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.
- Note 2. In case of the Government employees who earned their last increment between the period commencing from the 2nd day of January, 2005 and ending on the 1st day of January, 2006, after fixation of their pay under revised pay structure, such Government employee should get next increment on the 1st day of July, 2006.
- Note 3. In case of the Government employees whose date of next increment falls on the 1st day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1st day of January, 2006, their pay in the revised pay structure should be fixed on the 1st day of January, 2006 and such Government employees should get their next increment on the 1st day of July, 2006.
- Note 4. If a Government employee opts to come under revised pay structure after any date between the 1st day of January, 2006 to the 1st day of July, 2006, his pay in the revised pay structure should be fixed accordingly, but his date of next increment should be 1st day of July, 2007.
- 11. Fixation of pay on promotion on or after 1st day of January, 2006. (1) In case of promotion from one grade pay to another in the revised pay structure on or after the 1st day of January, 2006, the fixation of pay of a government employee shall be made in the following manner, namely:—
 - (a) one increment equal to three per centum (3%) of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10;
 - (b) the amount arrived at in clause (a) shall be added to the existing pay in the pay band and in case the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band shall be stepped up to such minimum;
 - (c) after the pay in the pay band so determined, grade pay corresponding to the promotional post shall be granted in addition to this pay in the pay band.
 - (2) In case where promotion of a Government employee involves change in the pay band, the same methodology as mentioned in clause (a) to clause (c) of sub-rule (1) for fixation of pay, shall be applicable.
 - (3) The benefit of fixation of pay available at the time of normal promotion under this rule shall be allowed in case of non-functional movement to higher scales.
 - Note 1.— In case the Government employee opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue to be unchanged, but grade pay of the higher post shall be granted. Further re-fixation shall be done on the date of his next increment, i.e., 1st day of July. On that day, such a Government employee shall be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion and grade pay corresponding to such pay in the pay band shall be taken into account. After allowing such increments, grade pay of the higher post/ scale shall be allowed.

- Note 2. In case the Government employee opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1st July, if he was promoted between the periods from the 2nd July to 1st January. However, if he was promoted between periods commencing from the 2nd January and ending on the 30th June of a particular year, he shall get his increment on the 1st July of the next year.
- Note 3. If a Government employee after getting non-functional movement to higher scale gets promotion in the same existing pre-revised scale, he shall get only one incremental benefit for the higher post without any change in the grade pay.
- 12. Payment of arrears.—(1) Notwithstanding anything contained elsewhere in these rules, or in any other rules for the time being in force, no arrears of pay to which a Government employee may be entitled in respect of the period from the 1st day of January, 2006 to the 31st day of March, 2008, shall be paid to the Government employee.
 - (2) (a) The arrears of pay to which the Government employee may be entitled to in respect of the period from the 1st day of April, 2008 to the 31st day of March, 2009, shall be paid in three consecutive equal yearly installments in cash from the year 2009-2010.
 - (b) A Government employee, who retired on any date between the 1st day of January, 2006 to the 31st day of March, 2008, shall not be entitled to any arrears of pay for the period up to the 31st day of March, 2008.
 - (c) A Government employee, who retired between the periods from the 31st day of March, 2008 to the 1st day of April, 2009, but before publication of these rules in the Official Gazette, shall receive arrears of pay for the period from the 1st April, 2008 to the date of his retirement, in cash.

Explanation.—For the purpose of this rule, "arrears of pay", in relation to a Government employee, means the difference between the aggregate of pay and allowances to which he is entitled on account of the revision of pay and allowances under these rules for the period in question and the aggregate of the pay and allowances to which he would have been entitled for that period had his pay and allowances not been so revised. The revised allowance (except for dearness allowance and non-practicing allowance) shall be payable only with effect from the 1st day of April, 2009.

Note.— Non-practising allowance at the new rate on the revised pay structure shall be admissible to the officers of the West Bengal Homeopathic Educational Service, the West Bengal Ayurvedic Educational Service, the West Bengal Homeopathic Health Service and the West Bengal Ayurvedic Health Service with effect from 1st day of April, 2009.

- 13. Classification of Government employees.-From the date of commencement of these rules, Government employees shall be classified as Group A, Group B, Group C and Group D in the following manner:-
 - (i) Group A Government employees holding all posts in the pay band Nos. 4 and 5 with grade pay ranging from Rs. 4,400 to Rs. 10,000.
 - (ii) Group B Government employees holding all posts in the pay band No. 3 with grade pay ranging from Rs. 3,200 to Rs. 4,100.
 - (iii) Group C Government employees holding all posts in the pay band No. 2 with grade pay ranging from Rs. 1,900 to Rs. 2,900.
 - (iv) Group D Government employees holding all posts in the pay band No. 1 with grade pay ranging from Rs. 1,700 to Rs. 1,800.
- 14. Overriding effect of rules.— The provisions of these rules shall have effect notwithstanding anything to the contrary contained in any other rules, orders or notifications for the time being in force, and all such rules, orders and notifications including the West Bengal Service Rules, Part I, shall have effect subject to the provisions of these rules.
- 15. Relaxation of rules. Where the Governor is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case or class of cases, he may, by order, dispense with or relax the requirement of all or any of these rules to such extent and subject to such conditions as he may consider necessary for dealing with the case or class of cases in a just and equitable manner.

PART B

Revised Pay Structure

SI. No.	Name of Pay Band	Pay Band Scale	Grade Pay
1	PB-1	Rs. 4900-16200	Rs. 1700
2	PB-1	Rs. 4900-16200	Rs. 1800
3	PB-2	Rs. 5400-25200	Rs. 1900
4	PB-2	Rs. 5400-25200	Rs. 2100
5	PB-2	Rs. 5400-25200	Rs. 2300
6	PB-2	Rs. 5400-25200	Rs. 2600
7	PB-2	Rs. 5400-25200	Rs. 2900
8	PB-3	Rs. 7100-37600	Rs. 3200
9	PB-3	Rs. 7100-37600	Rs. 3600
10	PB-3	Rs. 7100-37600	Rs. 3900
11	PB-3	Rs. 7100-37600	Rs. 4100
12	PB-4	Rs. 9000-40500	Rs. 4400
13	PB-4	Rs. 9000-40500	Rs. 4600
14	PB-4	Rs. 9000-40500	Rs. 4700
15	PB-4	Rs. 9000-40500	Rs. 4800
16	PB-4	Rs. 9000-40500	Rs. 5400
17	PB-4	Rs. 9000-40500	Rs. 6600
18	PB-4	Rs. 9000-40500	Rs. 7000
19	PB-4	Rs. 9000-40500	Rs. 7600
20	PB-4	Rs. 9000-40500	Rs. 8000
21	PB-5	Rs. 37400-60000	Rs. 8700
22	PB-5	Rs. 37400-60000	Rs. 8900
23	PB-5	Rs. 37400-60000	Rs. 9500
24	PB-5	Rs. 37400-60000	Rs. 10000

SCHEDULE I

PART A

Details of the existing scales of pay mentioned in column (3) of Part D of this Schedule

SI. No.	Existing Pay Scales (Rs.)	Span (Years)
1	2600-55-2985-60-3525-65-4175	27
2	2700-60-3120-65-3770-70-4400	27
3	2850-65-3305-70-4005-75-4680	27
4	3000-75-3450-80-4330-90-5230	28
5	3150-80-3390-90-4380-100-5680	28
6	3350-90-3800-100-4700-125-6325	28
7	3600-100-4200-125-5700-150-7050	28
8	3800-100-4100-125-4725-150-6375-175-7775	28
9	4000-125-4250-150-5300-175-7050-200-8850	29
10	4500-150-5250-175-7000-200-8800-225-9700	29
11	4650-150-5100-175-6325-200-7925-225-10175	29
12	4800-175-5850-200-6650-225-8675-250-10925	29
13	5000-175-5700-200-6500-225-8525-250-11275	29
14	5500-200-6300-225-8325-250-11325	26
15	6000-225-7800-250-9800-275-12000	25
16	8000-275-13500	21
17	10000-325-15525	18
18	12000-375-18000	17
19	14300-400-18300	11
20	16400-450-20000	9
21	18400-500-22400	9
22	10000-300-15100-350-16500-375-18000	26
23	14300-450-22400	19
24	12500-375-18500	17

PART C

Correspondence between the existing scales and the revised scales

Existing Pay Structure		Revised Pay Structure			
SI. No.	SI. No. Existing Pay Scales (Rs.)		Pay Band Scale	Grade Pay	
1	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700	
2	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800	
3	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900	
4	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100	
5	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300	
6	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600	
7	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900	
8	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs. 7100-37600	Rs. 3200	
y	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600	
10	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900	
	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100	
12	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400	
13	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs. 9000-40500	Rs. 4600	
14	5500-200-6300-225-8325-250-11325	PB-4	Rs. 9000-40500	Rs. 4700	
15	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 4800	
163	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 5400	
17	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 6600	
18	12000-375-18000	PB-4	Rs. 9000-40500	Rs. 7600	
19	14300-400-18300	PB-5	Rs. 37400-60000	Rs. 8700	
20	16400-450-20000	PB-5	Rs. 37400-60000	Rs. 8900	
21	18400-500-22400	PB-5	Rs. 37400-60000	Rs. 10000	
22	10000-300-15100-350-16500-375-18000	PB-4	Rs. 9000-40500	Rs. 7000	
23	14300-450-22400	PB-5	Rs. 37400-60000	Rs. 950	
24	12500-375-18500	PB-4	Rs. 9000-40500	Rs. 800	

PART D

Correspondence between the existing scales and the revised scales

	E	Revised Pay Structure			
evised Pay Scale	Posts / Services	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
No.	(2)	(3)	(4)	(5)	(6)
, 1)	All posts / Services carrying existing scales shown in column (3)	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700
.,	-do-	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800
3	-00-	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900
-1	-do-	3000-75 3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
5	-do-	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs 2300
6	-do-	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600
o'a)	-do-	3350-90-3800-100-4700-125-6325 with higher initial start at 3440	PB-2	Rs. 5400-25200 (Entry point iminimum pay 6400)	Rs. 2600
1,*14	-do-	3350-90-3800-100-4700-125-6325 with higher initial start at 3530	PB-2	Rs. 5400-25200 (Minimum pay 6570)	Rs. 2680
	-do-	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900
g'	-do-	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs. 7100-37600	Rs. 3200
,	-do-	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600
100	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4125	PB-3	Rs. 7100-37600 (Minimum pay 7680)	Rs. 3600
<u> </u>	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4250	PB-3	Rs. 7100-37600 (Entry point minimum pay 7910)	Rs. 3600
Hoi	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4550	PB-3	Rs. 7100-37600 (Minimum pay 8470)	Rs. 3650
10	-do-	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900
'na)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 4650	PB-3	Rs. 7100-37600 (Minimum pay 8650)	Rs. 3950
*.ab)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 4800	PB-3	Rs. 7100-37600 (Minimum pay 8930)	Rs. 3950
10(0)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 6300	PB-3	Rs. 7100-37600 (Minimum pay11720)	Rs. 4220

[1]	(2)	(3)	(4)	(5)	(6)
	-do-	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs 7100-37600	Rs 4100
* * **	-do-	4650-150-5100-175-6325-200-7925-225-10175 with higher initial start at 4800	P8-3	Rs 7100-37600 (Minimum pay 8930)	Rs 4100
12	-do-	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs 9000-40500	As 44 /
12(a)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5500	PB-4	Rs. 9000-40500 (Minimum pay 10230)	Rs 4550
12(6)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5675	PB-4	Rs 9000-40500 (Entry point minimum pay 10560)	Rs. 4400
12(c)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 6450	PB-4	Rs. 9000-40500 (Minimum pay 12000)	Rs. 4780
13	-do-	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs. 9000-40500	Rs. 4600
13(a)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5525	PB-4	Rs. 9000-40500 (Entry point minimum pay 10280)	Rs 4600
13(b)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5900	PB-4	Rs. 9000-40500 (Entry point minimum pay 10980)	Rs. 4600
13(c)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 6100	PB-4	Rs. 9000-40500 (Entry point minimum pay 11350)	Rs. 4600
1.1	-do-	5500-200-6300-225-8325-250-11325	PB-4	Rs. 9000-40500	Rs. 4700
(4(a)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 5700	PB-4	Rs. 9000-40500 (Entry point minimum pay 10610)	Rs. 4700
14(b)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6100	PB-4	Rs. 9000-40500 (Entry point minimum pay 11350)	Rs. 4700
14(c)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6300	PB-4	Rs. 9000-40500 (Entry point minimum pay 11720)	Rs. 4700
4(d)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6525	PB-4	Rs. 9000-40500 (Entry point minimum pay 12140)	Rs. 4700

THE KOLKATA GAZETTE, EXTRAORDINARY, FEBRUARY 23, 2009

(1)	(2)	(3)	(4)	(5)	(6)
15	-do-	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 480
15(a)	-do-	6000-225-7800-250-9800-275-12000 with higher initial start at 6225	PB-4	Rs. 9000-40500 (Entry point minimum pay 11580)	Rs 480
15(b)	-do-	6000-225-7800-250-9800-275-12000 with higher initial start at 7800	PB-4	Rs. 9000-40500 (Minimum pay 14510)	Rs. 504
16	-do-	8000-275-13500	PB-4	Rs. 9000-40500	Rs 5-1
16(a)	-do-	8000-275-13500 with higher initial start at 9100	PB-4	Rs. 9000-40500 (Minimum pay 16930)	Rs 564
16(b)	-do-	8000-275-13500 with higher initial start at 9100	PB-4	Rs. 9000-40500 (Entry point minimum pay 16930)	Rs. 540
17	-do-	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 660
18	-do-	12000-375-18000	PB-4	Rs. 9000-40500	Rs. 760
19	-do-	14300-400-18300	PB-5	Rs. 37400-60000	Rs. 870
20	-do-	16400-450-20000	PB-5	Rs. 37400-60000	Rs. 890
21	-do-	18400-500-22400	PB-5	Rs. 37400-60000	Rs.1000
22	-do-	10000-300-15100-350-16500-375-18000	PB-4	Rs. 9000-40500	Rs. 700
23	-do-	14300-450-22400	PB-5	Rs. 37400-60000	Rs. 950
24	-do-	12500-375-18500	PB-4	Rs. 9000-40500	Rs. 800

PART E

Entry Pay in the revised pay structure for direct recruits appointed on or after 01.01.2006

	PAY B	AND - 1	(Rs.	4900-1	(6200)
--	-------	---------	------	--------	--------

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
1700	4900	6600
1800	5030	6830

PAY BAND - 2 (Rs. 5400-25200)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
1900	5400	7300
2100	5580	7680
2300	5860	8160
2600	6240	8840
2900	6700	9600

PAY BAND - 3 (Rs. 7100-37600)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
3200	7100	10300
3600	7440	11040
3900	8370	12270
4100	8650	12750

PAY BAND - 4 (Rs. 9000-40500)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
4400	9000	13400
4600	9300	13900
4700	10230	14930
4800	11160	15960
5400	15600	21000
6600	18600	25200
7000	18600	25600
7600	22320	29920
8000	23250	31250

PAY BAND - 5 (Rs. 37400-60000)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
8700	37400	46100
8900	37400	46300
9500	37400	46900
10000	37400	47400

Part F
Non-Practising Allowance (NPA)

The Non-Practising Allowance shall be admissible at the following rates :-

Name of Services	Rate of NPA (in Rs. Per month)	With effect from
W.B. Medical Education Service	30% of pay in the Pay Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time	01.04.2008
W.B. Health Services, W.B. Public Health & Administrative Service, W.B. Dental Service, W.B. ESI Medical Service, Additional Medical Officer (Formerly Community Health Service Officers) and Veterinary doctors	25% of pay in the Pay-Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time.	01.04.2008
W.B. Homeopathic Health Service, W.B. Homeopathic Education Service, W.B. Ayurvedic Health Service & W.B. Ayurvedic Education Services	25% of pay in the Pay-Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time.	01.04.2009

SCHEDULE II

PART A

Form of option (See rules 5 and 6)

* (i) Ielect to the revised pay struc	cture with effect fr	rom 1 st Jan	uary, 2006.	hereby
* (ii) Ielect to continue on the exmentioned below until:	xisting scale of p	pay of my	substantive / of	hereby
(a) the date of my ne	ext increment			
(b) the date of scale.	my subsequent	increment	t raising my	pay to Rs. the existing
(c) the date of my p the existing scal	romotion to e of pay of Rs			in
Declaration.— I her which may be drawn by a erroneous fixation of pay excess drawal comes / broa	me in excess of t in the revised po	what is ad ay structur	missible to me c	m account of
Date:Station:	Name			
	Designation			
	Office	in	which	employed
	Department		* 4	

^{*} To be scored out, if not applicable.

PART B

Form of fixation of initial pay in the revised pay structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.

-		By order of the Governor,
		Designation
		Signature of Head of Office / Department
12.	Date of next increment	:
11.	Date of effect	:
10.	Revised basic pay (sl. No. 8 + sl. No. 9)	:
9.	Grade Pay to be applied in terms of West Bengal Services (Revision of Pay and Allowance) Rules, 2009	•
8.	Pay in the revised pay band / scale in which pay is to be fixed	:
7.	Revised pay band and Grade Pay corresponding to existing scale (as shown at sl. No. 4 above)	
6.	Pay after multiplication by a factor 1.86 and rounded off to next multiple of 10.	:
	(the date of option)	
5.	Existing basic pay as on	:
4.	Existing scale of pay (a) in substantive post (b) in officiating / temporary post	: :
3.	Status (substantive / officiating)	:
2	Name and designation of Government Employee	:
1.	Name of the Department and Office	:

Dipankar Mukhopadhyay Principal Secretary to the Government of West Bengal

Government of West Bengal Finance Department Audit Branch

NOTIFICATION

No. 1693-F, dated 23rd February, 2009.—In exercise of the power conferred by the clause (b) of article 318 of the Constitution of India, the Governor is pleased hereby to make the following regulations:-

Regulations

With effect from the 1st January, 2006, the Pay and Allowances of the members of the staff of the Public Service Commission, West Bengal, shall be governed by the provisions of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, published under the Finance Department notification No. 1690-F dated the 23rd February, 2009 and Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters *mutatis mutandis*.

2. The West Bengal Public Service Commission (Conditions of Service and Miscellaneous Provisions) Regulations, 1953, as subsequently amended, shall be deemed to have been further amended to the extent indicated above.

By order of the Governor,

Sd/- Dipankar Mukhopadhyay

Principal Secretary to the Government of West Bengal.

Acc. no - 16/19



Government of West Bengal Home Department Police Branch

NOTIFICATION

No 688-PL, dated the 23rd February, 2009.—In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of Bengal Police Act, 1869 (Ben. Act VII of 1869), and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Inspector, Sub-Inspectors, constables and other officers of the West Bengal Police Force:

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Inspectors, Sergeants, Sub-Inspectors, constables and other officers of the West Bengal Police Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*:

Provided that notwithstanding anything contained in the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the revised pay structure of the posts shown in column (2) of the following Schedule, shall be as shown in column (4) thereof:-

	Existi	ing Pay Structure	Revis	ed Pay Stru	ıcture
SI. Posts / Services		Existing Pay Scales	(4)		
No.		(Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	. (3)	(a)	(b)	(c)
1	Constable (unarmed Branch)		PB-2	Rs. 5400- 25200	Rs. 2100
2	Constable (Armed Branch)	3000-75-3450-80-4330-90-5230			
3	Assistant Sub- Inspector	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400- 25200	Rs. 2600

By order of the Governor,

Sd/- R.P. Banerjee

O.S.D. & Ex-Officio Special Secretary to the Government of West Bengal.

Government of West Bengal Home Department Police Branch

NOTIFICATION

No. 689-PL, dated the 23rd February, 2009.—In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of Bengal Police Act, 1869 (Ben. Act VII of 1869), section 8 of the Calcutta Police Act, 1866 (Ben. Act IV of 1866), section 2 of the Calcutta Suburban Police Act, 1866 (Ben. Act II of 1866) and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Inspector, Sergeants, Sub-Inspectors and other officers of the Kolkata Police Force:—

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Inspectors, Sergeants, Sub-Inspectors and other officers of the Kolkata Police Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, mutatis mutandis:

Provided that notwithstanding anything contained in the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the revised pay structure of the posts shown in column (2) of the following Schedule, shall be as shown in column(4) thereof:-

	Exist	ing Pay Structure	Rev	ised Pay Str	ucture
SI. Posts / Services		Existing Pay Scales (Rs.)	(4)		
			Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(a)	(b)	(c)
1	Constable (unarmed Branch)		PB-2	Rs. 5400- 25200	Rs. 2100
2	Constable (Armed Branch)	3000-75-3450-80-4330-90-5230		20200	
3	Assistant Sub- Inspector	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400- 25200	Rs. 2600

By order of the Governor,

Sd/- R.P. Banerjee

O.S.D. & Ex-Officio Special Secretary to the Government of West Bengal.

Government of West Bengal Home Department Police Branch

NOTIFICATION

No. 690-PL, dated the 23rd February, 2009.—In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of West Bengal Police Act, 1869 (Ben. Act VII of 1869), and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Subedar Majors, Subedars and other members of the Eastern Frontier Rifles Battalion:-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Subedar Majors, Subedars and other members of the Eastern Frontier Rifles Battalion shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23 February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*.

By order of the Governor,

Sd/- R.P. Banerjee

O.S.D. & Ex-Officio Special Secretary to the Government of West Bengal.

Government of West Bengal Civil Defence Department

NOTIFICATION

No. 342-CD, dated the 23rd February, 2009.—In exercise of the power conferred by section 16 of the West Bengal National Volunteer Force Act, 1949 (West Bengal Act I of 1949), read with the proviso to article 309 of the Constitution of India, and in supersession of the West Bengal National Volunteer Force (Officers, Subordinate other Ranks and Staff) (Pay & Allowance) Rules, 1998, published under Notification No. 3971-PL, dated the 16th October, 1998, the Governor is pleased hereby to make the following rules to regulate the pay and allowances of officers, subordinate other ranks and staff of the West Bengal National Volunteer Force:-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the officers, subordinate other ranks and staff of the West Bengal National Volunteer Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with Finance Department Notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*:

Provided that in the cases where free food is supplied, the amount of pay drawn in each month in the revised scales of pay shall, subject to such changes as may be made subsequently, continue to be reduced by the existing amount as mentioned in Home (Police) Department Notification No. 3971-PL, dated 16th October, 1998.

By order of the Governor,

Sd/- A. K. Singh
Principal Secretary to the
Government of West Bengal.

Government of West Bengal Finance Department Audit Branch

No. 1691-F

Dated the 23rd February, 2009

MEMORANDUM

Subject: Clarificatory Memorandum on the West Bengal Services (Revision of Pay & Allowance) Rules, 2009 and on allied matters dealt with by the Fifth Pay Commission.

In Finance Department Resolution No. 6020-F dated the 28th August, 2008 the Government constituted a Pay Commission –

- (1) to examine the present structure of pay and conditions of service after taking into account the total package of benefits available to the following categories of employees and to suggest changes which may be desirable and feasible keeping in view the decisions of Central Government on the recommendations of the Sixth Central Pay Commission:—
 - (a) employees under the rule making control of the Government of
 West Bengal except members of the All India Services, West
 Bengal Judicial Service and the members of the services to whom
 the University Grants Commission Scales of pay and AICTE
 scales of pay are applicable;
 - (b) teaching and non-teaching employees of Government sponsored or aided --
 - (i) educational institutions,
 - (ii) Training Institutions of Primary Teachers,
 - (iii) Libraries,
 - (iv) Polytechnics and Junior Technical Schools;
 - non-teaching employees of non-Government Colleges (Sponsored or Aided);
 - (d) employees of the Municipalities, Municipal Corporations, Notified

Area Authorities, District Primary School Councils and Panchayat Bodies;

- (2) to examine the existing promotion policies and related issues and to suggest changes which may be desirable and feasible, having regard to need for improving people orientation, social accountability and efficiency of the administration;
- (3) to examine special allowance and other allowances, concessions including leave travel concession and benefits in kind which are available to the employees in addition to pay and suggest changes which may be desirable and feasible;
- (4) to examine issues relating to retirement benefits; and
- to make recommendations on each of the above having regard *inter alia* to the prevailing pay structure under the Central Government, Public Sector Undertakings and other State Governments etc., the economic conditions of the country, financial responsibility to the Government of India and the pattern of allocation of revenues to the State, the resources of the State Government and the demands thereon on account of the commitment of the State Government to developmental activities.

The Commission submitted its report on the 12th February, 2009. After due consideration of the recommendations of the Commission, the Governor has been pleased to make the decisions set out in the following paragraphs in respect of the employees under category 1(a) above:-

2. Scales of Pay - The Government has accepted the recommendation of the Commission in respect of running pay bands and grade pay corresponding to each scale of pay without any modification.

The revised pay structure which has been prescribed by the Government are set out in -

(a) Schedule I to the West Bengal Services (Revision of Pay and Allowance)
Rules, 2009 relating to services generally published with the Finance
Department Notification No. 1690-F dated the 23rd February, 2009.

- (b) Rules relating to Subordinate Executive Staff of the Police Force, published with notification No. 688-PL, 689-PL and 690-PL dated the 23rd February, 2009.
- (c) Regulations relating to the officers and staff of the West Bengal National Volunteer Force, published with the notification No. 342-CD dated the 23rd February, 2009.
- (d) Regulations relating to the officers and staff of the Public Service Commission, West Bengal, published with the Finance Department notification No. 1693-F dated the 23rd February, 2009.

These rules and regulations have been published in the extraordinary issue of Kolkata Gazettee dated the 23rd February, 2009.

- 3. Fixation of pay in the revised pay structure The principle of fixation of pay in the revised pay structure, as recommended by the Commission, has been accepted. The principle of fixation of initial pay in the revised pay structure has been laid down in the rule 7 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.
 - (A) To arrive at the pay of a Government employee in the revised pay structure the following principles are to be followed:-
 - (i) The pay of a Government employee who continued in the service after 31.12.2005, may be determined subject to his option notionally as on the 1st day of January, 2006 by multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
 - (ii) If the minimum of the revised pay band is more than the amount arrived at as per (i) above, the Band Pay shall be fixed at the minimum of the revised pay band.
 - (iii) In addition to the pay in the Pay Band, as determined above, Grade Pay corresponding to existing scale will be payable.
 - (B) For the purpose of fixation of pay in the revised pay structure of Government employees who are in receipt of Non-Practising Allowance

(NPA), the following method is to be followed:-

The pay in the revised pay structure is to be fixed notionally in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the existing non-practising allowance admissible at index average 536 (1982=100) is to be added while fixing the notional pay in the revised Pay Band. In such cases, the NPA at the new rates shall be drawn with effect from 01.01.2006 or the date of option for revised pay structure notionally, in addition to the pay so fixed, in the revised pay structure.

4. Option for drawal of pay in the revised pay structure -

- structure have been laid down in rule 5 read with rule 6 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009. The said rules prescribe the manner in which option is to be exercised and also the authority who should be appraised of such option.
- (ii) The Form in which the option should be exercised has been set out in Part A of Schedule II to the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.
- (iii) It should be noted that it is not sufficient for a Government employee to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit.
- 5. Fixation of Entry Pay in the revised pay structure for fresh recruits appointed on or after 01.01.2006 Rule 8 of the WBS (ROPA) Rules, 2009 and Part D and Part E of Schedule-I appended to the said rules prescribe the manner in which the pay to a particular post of direct recruits appointed on and after the 1st day of January, 2006 is to be regulated.
- 6. Rate of increment in the revised pay structure and date of next increment The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The

amount of increment will be added to the existing pay in the pay band.

0 1 1

In respect of all employees there will be a uniform date of increment and the same will be 1st July of every year.

- 7. Fixation of pay on promotion on or after the 1st day of January, 2006 For fixation of pay on promotion on or after the 1st day of January, 2006, the provisions of rule 11 and 'Notes' laid down below the said rule in the WBS (ROPA) Rules, 2009 should be followed.
- 8. Drawal of pay in the revised pay structure A Government employee will be entitled to draw pay in the revised pay structure with effect from 1st April, 2009 after initial fixation of pay in the revised pay structure as indicated in rule 7 of the WBS (ROPA) Rules, 2009 as per his option which he may exercise under the provisions of these rules. On the basis of the WBS (ROPA) Rules, 2009, detailed Fixation Tables for each stage in each of the pre-revised scales have been worked out and annexed to the memorandum for guidance of the Heads of Offices.

Pay shall be fixed by the Head of Office concerned, who shall prepare the initial pay fixation statement in duplicate in the form set out in Part B of Schedule II to the WBS (ROPA) Rules, 2009.

If any amount is drawn by an employee in excess of what is admissible to him as a result of erroneous fixation of pay in the revised scale, he shall refund the amount so drawn forthwith.

9. Non-Practising Allowance -

- (1) In case of the officers of the West Bengal Medical Education Service Non-Practising Allowance (NPA) will be @ 30% of the aggregate of the band pay and grade pay in the revised pay structure subject to the condition that the Basic pay plus NPA so computed, shall not exceed Rs. 80,000/-
- (2) In case of officers of the West Bengal Health Service, West Bengal Public Health & Administrative Service, West Bengal Dental Service, West Bengal E.S.I. Medical Service, Additional Medical Officers (Formerly Community Health Service Officers) and Veterinary Doctors, NPA will be

- @ 25% of revised basic pay, i.e., the band pay plus grade pay in the revised pay structure, subject to the condition that the Basic pay plus NPA shall not exceed Rs. 80,000/-.
- (3) In respect of the officers of the West Bengal Ayurvedic Health Service and West Bengal Homeopathic Health Service and also their corresponding Educational Services NPA @ 25% of the revised basic pay with the condition that the revised Basic pay plus NPA shall not exceed Rs. 80,000/-, should apply.
- (4) The rates of NPA in all the above three cases on the revised pay structure shall be notional with effect from 01.01.2006. The actual benefit will be given from 01.04.2008 in case of the officers of (1) and (2) above; but the same will be allowed in the case of (3) above with effect from 01.04.2009.
- 10. Dearness Allowance Consequent upon revision of pay of Government employees in accordance with the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the dearness allowance to which a Government employee is entitled from time to time since the 1st day of January, 2006 needs to be related to pay in the revised pay structure. Necessary Government Order in this regard has been issued with Finance Department Memo. No. 1692-F dated the 23rd February, 2009.
- 11. House Rent Allowance With effect from the 1st April, 2009, the house rent allowance admissible to a Government employee shall be 15% of his revised basic pay, i.e., aggregate of the Band Pay plus Grade Pay and NPA, if any, in the revised Pay Structure subject to a maximum of Rs. 6,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 6,000/- per month.

The existing terms and conditions of drawal of house rent allowance by Government employees living in their own house or in a rented house shall continue to apply.

Subject to continuance of the existing terms and conditions regulating drawal of house rent allowance by Government employees provided with accommodation owned / hired by the Government and recovery of licence fee from them, the following conditions

shall be there with effect from 1st April, 2009 in respect of such category of employees:-

- (i) When a Government accommodation being in a habitable condition in all respect with appropriate supply of water, power and toilet arrangements for individual families and such a Government accommodation is earmarked for holder of a particular post, the holder will not be entured to house rent allowance for living elsewhere.
- (ii) Group D employees, when they occupy an accommodation provided by the Government (i.e., the accommodations are earmarked) and according to their entitlement, will be exempted from payment of licence fee.
- (iii) Group D employees, who are required to occupy below standard or below entitlement accommodations, but when such accommodations are not earmarked for them, will also be exempted from payment of licence fee.

12. Medical Allowance -

- (1) The existing rate of Medical Allowance will be revised to Rs. 300/- per month in respect of Government employees and Government pensioners with effect from 1st April, 2009.
- (2) The present limit towards reimbursement of cost of medicines on each occasion of indoor treatment will also be raised to Rs. 2500/- with effect from 1st April, 2009.
- (3) Those who will opt for the West Bengal Health Scheme, 2008, will not be entitled to the benefits stated at (1) and (2) above.
- 13. Mode of Payment of Arrear The rule relating to 'Payment of arrears' as laid down in rule 12 of the WBS (ROPA) Rules, 2009 should be strictly followed for calculation of payment of arrear pay and allowances in the revised pay structure.

Sd/- Dipankar Mukhopadhyay

Principal Secretary to the Government of West Bengal

Government of West Bengal Finance Department Audit Branch

No. 1692-F

Dated the 23rd February, 2009.

MEMORANDUM

Subject: Drawal of Dearness Allowance in the revised pay structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.

Consequent upon the revision of Pay Scales of Government employees under the ovisions of West Bengal Services (Revision of Pay and Allowance) Rules, 2009, it has some necessary to relate Dearness Allowance admissible to a Government employee to basic pay in the revised pay structure in the case he has elected or is deemed to have sted to draw pay in the revised pay structure prescribed under the aforesaid Rules.

As it has been laid down in Rule 12 of the West Bengal Services (Revision of Pay Milowance) Rules, 2009, that no arrears of pay and allowances to which any comment employee may be entitled in respect of the period from the 1st January, 2006 March, 2008, shall be paid to the Government employee, the Dearness Allowance issubic to a Government employee needs to be related to his pay in the revised pay structure with effect from the 1st April, 2008 only.

Accordingly the Governor is pleased to decide that the Dearness Allowance to a Government employee with effect from 1st April, 2008, shall be at the ollowing rates:-

Period for which payable	Rate of Dearness Allowance per month on basic pay
01.04.2008 to 31.05.2008	2%
01.06.2008 to 31.10.2008	6%
01.11.2008 to 28.02.2009	9%
01.03.2009 to 31.03.2009	. 12%
01.04.2009 onwards	16%

- 10, 1
- 4. The payment of Dearness Allowance under this order from the dates indically above shall be made after adjusting the instalments of Dearness Allowance already sanctioned and paid to the State Government employees with effect from 01.04.2008 01.06.2008, 01.11.2008 and 01.03.2009, vide Order No. 13-F dated 01.01.2008, No. 4236-F dated 12.06.2008, No. 8195-F dated 04.11.2008 and 1370-F dated 12.02.2009 respectively.
- 5. The term 'basic pay' for the purpose of calculation of Dearness Allowance shall mean the Pay drawn in the revised pay band including the Grade Pay and NPA, where admissible, but shall not include any other type(s) of pay. In the case of those employees who do not opt for the revised pay structure as per the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the 'Pay' shall mean the Basic pay in the scales of pay as per the West Bengal Services (Revision of Pay and Allowance) Rules, 1998 plus Dearness Allowance as sanctioned to the State Government employees with effect from 01.04.2007, vide Finance Department Memo. No. 2416-F dated 27.03.2007.
- 6. The Dearness Allowance admissible in the para 4 of this memorandum shall be rounded off to the nearest rupee in each case.

By Order of the Governor,

Sdl- S.K. Chattopadhyay

Special Secretary to the Government of West Bengal

	TABLE IN THE REVIS		ADE DAY
VISED SCALE NO. 1	REVISED PAY BAND+GRADE PAY PB-1 - Rs. 4900-16200/- + Rs. 1700/-		
2985-60-3525-65-4175/-	PB-1 - Rs. 4900-16200/- + Rs. 1700/- REVISED PAY		
PRE-REVISED	DAY IN THE DANID	GRADE PAY	REVISED BASIC PAY
BASIC PAY	PAY IN THE BAND	1700	6600
2600	4900	1700	6640
2655	4940	1700	6750
2710	5050	1700	6850
7765	5150	1700	6950
5850	5250	1700	7050
0375	5350		7150
2930	5450	1700 1700	7260
2985	5560		7370
3045	5670	1700	7480
3105	5780	1700	7590
3165	5890	1700	
3225	6000	1700	7700
0285	6120	1700	7820
3345	6230	1700	7930
3405	6340	1700	8040
3465	6450	1700	8150
3525	6560	1700	8260
3590	6680	1700	8380
3655	6800	1700	8500
3720	6920	1700	8620
37785	7050	1700	8750
3850	7170	1700	8870
3915	7290	1700	8990
3980	7410	1700	9110
4045	7530	1700	9230
. 1()	7650	1700	9350
1575	7770	1700	9470
17,40	7890	1700	9590
We desired the second s	8010	1700	9710
1305	8130	1700	9830
4370	8250	1700	9950
4435	8370	1700	10070
4500 4565	8500	1700	10200

PRE PREVISED SCALE NO. 2 PB-1 - Rs. 4900-16200/- + Rs. 1800/-
PRE-REVISED BASIC PAY PAY IN THE BAND GRADE PAY REVISED BASIC PAY Sold 1600 6830 6940 6
BASIC PAY
5030 1800 6630 6040 5140 1800 6040 6040 5250 1800 7650
100 100
100 100
2880 5360 1800 7160
Second S
3000 5580 1800 7380 1800 7500 1800 7500 1827 5810 1800 7610 7610 7626
\$160 5700 1800 7500 \$127 5810 1800 7610 \$126 5930 1800 7730 \$6050 1800 7850 \$6170 1800 7970 \$6290 1800 8090 \$6410 1800 8330 \$6530 1800 8330 \$6530 1800 8450 \$6780 1800 8580 \$6900 1800 8700 \$7020 1800 3620 \$160 7150 1800 8950
5810 1800 7610 625 5930 1800 7730 6050 1800 7650 415 6170 1800 7970 6290 1800 8090 6410 1800 8210 6530 1800 8330 6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
C225 5930 1800 7730 6050 1800 7850 415 6170 1800 7970 6290 1800 8090 6410 1800 8210 6530 1800 8330 6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6050 1800 7650 6170 1800 7970 6290 1800 8090 6410 1800 8210 6530 1800 8330 6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6170 1800 7970 6290 1800 8090 6410 1800 8210 6530 1800 8330 6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6290 1800 8090 6410 1800 8210 6530 1800 8330 6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6410 1800 8210 6530 1800 8330 6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6530 1800 8330 6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6650 1800 8450 6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6780 1800 8580 6900 1800 8700 7020 1800 3620 7150 1800 8950
6900 1800 8700 7020 1800 3620 7150 1800 8950
7020 1800 3620 7150 1800 8950
7020 1800 8950
7200 1000 0000
7280 1800 9080
344 7410 1800 9210
4.50 7540 1800 9340
13 C 7670 1800 9470
419. 7800 1800 9600
4260 7930 1800 9730
8060 1800 9860
4800 8190 1800 9990
8320 1800 10120
35-40 8450 1800 10250
8580 1800 10380
<u>4880</u> 8710 1800 10510
4750 8840 1800 10643
<u> </u>

FITMENT	TABLE IN THE REVISE	PAY BAND+GRA	DE PAY
SOMENO 3	REVISEL	PAT BAND-25200/-	+ Rs. 1900/-
PRE-REVISED SCALE NO. 3	PB-2 - Rs. 5400-25200/- + Rs. 1900/- REVISED PAY		
2650-65-3305-70-4005-75-4680/-		GRADE PAY	REVISED BASIC PAY
PRE-REVISED	PAY IN THE BAND	1900	7300
BASIC PAY	5400		7330
2850	5430	1900	7.450
2915	5550	1900	7570
2980	5670	1900	7690
3045	5790	1900	7810
3110	5910	1900	7930
3175	6030	1900	8050
3240	6150	1900	8180
3305	6280	1900	8310
3375	6410	1900	8440
3445	6540	1900	8570
3515	6670	1900	8700
3585	6800	1900	8830
3655	6930	1900	8960
3725	7060	1900	9090
3795	7190	1900	9220
3865	7320	1900	9350
3935	7450	1900	9490
4005		1900	9630
4080	7590	1900	9770
4155	7730	1900	9910
4230	7870	1900	10050
4305	8010	1900	10190
	8150	1900	10330
4380	8290	1900	10470
4455	8430	1900	10610
4530	8570	1900	10750
4605	8710	1900	
4680	8850	1900	10890
4755	8990	1900	11030
4830	9130	1900	11170
4905	9270	1900	11310
4980	9410	1900	11450
5055	9550	1300	

	TABLE IN THE REVI	D PAY BAND+GRA	DE DAY
PRE-REVISED SCALE NO. 4			
Rs. 3000-75-3450-80-4330-90-5230/- PRE-REVISED	PB-2 -	Rs. 5400-25200/-	
	PAY IN THE BAND		
BASIC PAY		GRADE PAY	REVISED BASIC PA
3000	5580	2100	7680
3075	5720	2100	7820
3150	5860	2100	7960
3225	6000	2100	8100
3300	6140	2100	8240
3375	6280	2100	8380
3450	6420	2100	8520
3530	6570	2100	8670
3610	6720	2100	8820
3690	6870	2100	8970
3770	7020	2100	9120
3850	7170	2100	9270
3930	7310	2100	9410
4010	7460	2100	9560
4090	7610	2100	9710
4170	7760	2100	9860
4250	7910	2100	10010
4330	8060	2100	10160
4420	8230	2100	10330
4510	8390	2100	10490
4600	8560	2100	10660
4690	8730	2100	10830
4780	8900	2100	11000
4870	9060	2100	11160
4960	9230	2100	11330
5050	9400	2100	11500
5140	9570	2100	11670
5230	9730	2100	11830
5320	9900	2100	12000
5410	10070	2100	12170
5500	10230	2100	12330
5590	10400	2100	12500
5680	10570	2100	12670
5770	10740	2100	12840

17.17

FITMENT TABLE IN THE REVISED PAY BAND				
PRE-REVISED SCALE NO. 6	REVISE	PAY BAND+GRA		
Rs. 3350-90-3800-100-4700-125-6325/-	PB-2 -	Rs. 5400-25200/	- + Rs. 2600/-	
PRE-REVISED	REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
3350	6240	2600	8840	
3440	6400	2600	9000	
35,30	6570	2600	9170	
3620	6740	2600	9340	
3710	6910	2600	9510	
3500	7070	2600	9670	
3900	7260	2600	9860	
4000	7440	2600	10040	
4100	7630	2600	10230	
42'00	7820	2600	10420	
4300	8000	2600	10600	
4400	8190	2600	10790	
4500	8370	2600	10970	
4600	8560	2600	11160	
4700	8750	2600	11350	
4825	8980	2600	11580	
4950	9210	2600	11810	
5075	9440	2600	12040	
5200	9680	2600	12280	
5325	9910	2600	12510	
5450	10140	2600	12740	
5575	10370	2600	12970	
5700	10610	2600	13210	
5825	10840	2600	13440	
5950	11070	2600	13670	
6075	11300	2600	13900	
6200	11540	2600	14140	
6325	11770	2600	14370	
6450	12000	2600	14600	
6575	12230	2600	14830	
6700	12470	2600	15070	
6825	12700	2600	15300	
6950	12930	2600	15530	
7075	13160	2600	15760	

	TABLE IN THE REVISE	PAY BAND+GRA	ADE PAY
PRE-REVISED SCALE NO. 7		Rs. 5400-25200/-	+ Rs. 2900/-
3600-100-4200-125-5700-150-7050/-	PB-2 ·	REVISED PAY	
PRE-REVISED		GRADE PAY	REVISED BASIC PAY
BASIC PAY	PAY IN THE BAND	2400	9600
3600	6700	2900	9730
3.,0	6890	2900	9970
3800	7070	2900	10160
3900	7260	2900	10340
4000	7440	2900	10530
41.00	7630	2900	10720
4200	7820	2900	10950
4325	8050	2900	11180
4450	8280	2900	11410
4575	8510	2900	11650
4700	8750	2900	11880
4825	8980	2900	12110
4950	9210	2900	12340
5075	9440	2900	12580
5200	9680	2900	12810
5325	9910	2900	13040
5450	10140	2900	13270
5575	10370	2900	13510
5700	10610	2900	13790
5850	10890	2900	14060
6000	11160	2900	14340
6150	11440	2900	14620
6300	11720	2900	14900
6450	12000	2900	15180
6600	12280	2900	15460
6750	12560	2900	15740
6900	12840	2900	16020
7050	13120	2900	16300
7200	13400	2900	16580
7350	13680	2900	16850
7500	13950	2900	17130
7650	14230	2900	17410
7800	14510	2900	17690
7950	14790	2500	

PRE-REVISED SCALE NO. 8 REVISED PAY BAND+GRADE PAY			
	REVISED	PAY BAND+GR	RADE PAY
Rs. 3800-100-4100-125-4725-150-6375- 175-7775/-	PB-3 -	Rs. 7100-37600	/- + Rs. 3200/-
PRE-REVISED		REVISED PAY	1
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3800	7100	3200	10300
3900	7260	3200	10460
4000	7440	3200	10640
4100	7630	3200	10830
4225	7860	3200	11060
4350	8100	3200	11300
4475	8330	3200	11530
4600	8560	3200	11760
4725	8790	3200	11990
4875	9070	3200	12270
5025	9350	3200	12550
5175	9630	3200	12830
5325	9910	3200	13110
5475	10190	3200	13110
5625	10470	3200	13670
5775	10750	3200	The second secon
5925	11030	3200	13950
6075	11300	3200	14230 14500
6225	11580	3200	
6375	11860	3200	14780
6550	12190	3200	15060
6725	12510	3200	15390
6900	12840	3200	15710
7075	13160		16040
7250	13490	3200	16360
7425	13820	3200	16690
7600	14140	3200	17020
7775	14470	3200	17340
7950	14790	3200	17670
8125		3200	17990
8300	15120	3200	18320
8475	15440	3200	18640
8650	15770	3200	18970
8825	16090	3200	19290
0020	16420	3200	19620

PRE-REVISED SCALE NO. 9	ABLE IN THE REVISE	PAY BAND+GR	ADE PAY	
000-125-4250-150-5300-175-7050-				
200-8850/-	PB-3 - Rs. 7100-37600/- + Rs. 3600/-			
PRE-REVISED	REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
4000	7440	3600	11040	
4125	7680	3600	11280	
4250	7910	3600	11510	
4400	8190	3600	11790	
4550	8470	3600	12070	
4700	8750	3600	12350	
4850	9030	3600	12630	
5000	9300	3600	12900	
5150	9580	3600	13180	
5300	9860	3600	13460	
5475	10190	3600	13790	
5650	10510	3600	14110	
5825	10840	3600	14440	
6000	11160	3600	14760	
6175	11490	3600	15090	
6350	11820	3600	15420	
6525	12140	3600	15740	
6700	12470	3600	16070	
6875	12790	3600	16390	
	13120	3600	16720	
7050	13490	3600	17090	
7250	13860	3600	17460	
7450	14230	3600	17830	
7650	14610	3600	18210	
7850	14980	3600	18580	
8050	15350	3600	18950	
8250	15720	3600	19320	
8450	16090	3600	19690	
8650	16470	3600	20070	
3850	16840	3600	20440	
#\50	17210	3600	20810	
	17580	3600	21180	
0.60	17950	3600	21550	
9650	3	3600	21930	
9850	18330 18700	3600	22300	

	FITMENT TABLE IN THE REVISED PAY BAND			
PRE-REVISED SCALE NO. 10	REVISE	PAY BAND+GR	ADE PAY	
Rs. 4500-150-5250-175-7000-200- 8800-225-9700/-	PB-3 -	Rs. 7100-37600/-	-+ Rs. 3900/-	
PRE-REVISED		REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC :	
4500	8370	3900	12270	
4650	8650	3900	12550	
4800	8930	3900	12830	
4950	9210	3900	13170	
5100	9490	3900	13340	
5250	9770	3900	13670	
5425	10100	3900	14006	
5600	10420	3900	14320	
5775	10750	3900	14650	
5950	11070	3900	14970	
6125	11400	3900	15300	
6300	11720	3900	15620	
6475	12050	3900	15950	
6650	12370	3900	16270	
6825	12700	3900	16600	
7000	13020	3900	18920	
7200	13400	3900	17300	
7400	13770	3900	17670	
7600	14140	3900	18040	
7800	14510	3900	18410	
8000	14880	3900	18780	
8200	15260	3900	19160	
8400	15630	3900	19530	
8600	16000	3900	19960	
8800	16370	3900	20270	
9025	16790	3900	20600	
9250	17210	3900	2111()	
9475	17630	3900	21530	
9700	18050	3900	21950	
9925	18470	3900	22370	
10150	18880	3900	22780	
10375	19300	3900	23200	
10600	19720	3900	The state of the s	
10825	20140	3900	23620 24040	
11050	20560	3900	24 160	

	ABLE IN THE REVISE	PAY BAND+GR	ANE DAY
PRE-REVISED SCALE NO. 11			
4650-150-5100-175-6325-200-7925-	PB-3 -	Rs. 7100-37600/	- + Rs. 4100/-
225-10175/-	REVISED PAY		
PRE-REVISED	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
BASIC PAY	8650	4100	12750
4650	8930	4100	13030
4800	9210	4100	13310
4950	9490	4100	13590
5100		4100	13920
5275	9820	4100	14240
5450	10140	4100	14570
5625	10470	4100	14890
5800	10790	4100	15220
5975	11120	4100	15540
6150	11440	4100	15870
6325	11770	4100	16240
6525	12140	4100	16610
6725	12510	4100	16990
6925	12890	4100	17360
7125	13260		17730
7325	13630	4100	18100
7525	14000		18470
7725	14370	4100	18850
7925	14750		19260
8150	15160	4100	19680
8375	15580	4100	20100
8600	16000	4100	20520
8825	16420	4100	20940
9050	16840	4100	21360
9275	17260	4100	21770
9500	17670	4100	22190
9725	18090	4100	22610
9950	18510	4100	23030
10175	18930	4100	23450
10400	19350	4100	23870
10625	19770	4100	
10850	20190	4100	24290
11075	20600	4100	24700
11300	21020	4100	25120
11525	21440	4100	25540

FITMENT TABLE IN THE REVISED PAY BAND REVISED SCALE NO. 12 REVISED PAY BAND+GRADE PAY			
PRE-REVISED SCALE NO. 12	REVISED	PAY BAND+GR	ADE PAY
Rs. 4800-175-5850-200-6650-225-8675- 250-10925/-	PB-4 -	Rs. 9000-40500/	-+ Rs. 4400/-
PRE-REVISED		REVISED PAY	1
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC
4800	9000	4400	13400
4975	9260	4400	13660
	9580	4400	13980
5150 5325	9910	4400	14310
5500	10230	4400	14630
	10560	4400	14960
5675	10890	4400	15290
5850	11260	4400	15660
6050	11630	4400	16030
6250	12000	4400	16400
6450		4400	16770
6650	12370	4400	17190
6875			17610
7100	13210	4400	18030
7325	13630	4400	18450
7550	14050	4400	18870
7775	14470	4400	
8000	14880	4400	19280
8225	15300	4400	1970(
8450	15720	4400	20120
8675	16140	4400	20540
8925	16610	4400	21010
9175	17070	4400	21470
9425	17540	4400	21940
9675	18000	4400	22400
9925	18470	4400	22870
10175	18930	4400	23330
10425	19400	4400	23800
10675	19860	4400	24260
10925	20330	4400	24730
11175	20790	4400	25190
11425	21260	4400	25660
11675	21720	4400	26120
11925	22190	4400	26590
12175	22650	4400	27050
12425	23120	4400	27520

FITMEN	IT TABLE IN THE REVIS	ED PAY BAND			
PRE-REVISED SCALE NO. 13	REVISE	D PAY BAND+GRA	ADE PAY		
Rs. 5000-175-5700-200-6500-225- 8525-250-11275/-	PB-4 - Rs. 9000-40500/- + Rs. 4600/-				
PRE-REVISED		REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY		
5000	9300	4600	13900		
5175	9630	4600	14230		
5350	9960	4600	14560		
5525	10280	4600	14880		
5700	10610	4600	15210		
5900	10980	4600	15580		
6100	11350	4600	15950		
6300	11720	4600	16320		
6500	12090	4600	16690		
6725	12510	4600	17110		
6950	12930	4600	17530		
. 7175	13350	4600	17950		
7400	13770	4600	18370		
7625	14190	4600	18790		
7850	14610	4600	19210		
8075	15020	4600	19620		
8300	15440	4600	20040		
8525	15860	4600	20460		
8775	16330	4600	20930		
9025	16790	4600	21390		
9275	17260	4600	21860		
9525	17720	4600	22320		
9775	18190	4600	22790		
10025	18650	4600	23250		
10275	19120	4600	23720		
10525	19580	4600	24180		
10775	20050	4600	24650		
11025	20510	4600	25110		
11275	20980	4600	25580		
11525	21440	4600	26040		
11775	21910	4600	26510		
12025	22370	4600	26970		
12025	22840	4600	27440		
12525	23300	4600	27900		
12525	23770	4600	28370		

FITMENT TABLE IN THE REVISED PAY BAND PRE-REVISED SCALE NO. 14 REVISED PAY BAND+GRADE PAY				
Rs. 5500-200-6300-225-8325-250- 11325/-	PB-4 -	Rs. 9000-40500/		
PRE-REVISED		REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
5500	10230	4700	14930	
5700	10610	4700	15310	
5900	10980	4700	15680	
6100	11350	4700	16050	
6300	11720	4700	16420	
6525	12140	4700	16840	
6750	12560	4700	17260	
6975	12980	4700	17680	
7200	13400	4700	18100	
7425	13820	4700	18520	
7650	14230	4700	18930	
7875	14650	4700	19350	
8100	15070	4700	19770	
8325	15490	4700	20190	
8575	15950	4700	20650	
8825	16420	4700	21120	
9075	16880	4700	21580	
9325	17350	4700	22050	
9575	17810	4700	22510	
9825	18280	4700	22980	
10075	18740	4700	23440	
10325	19210	4700	23910	
10575	19670	4700	24370	
10825	20140	4700	24840	
11075	20600	4700	25300	
11325	21070	4700	25770	
11575	21530	4700	26230	
11825	22000	4700	26700	
12075	22460	4700	27160	
12325	22930	4700	27630	
12575	23390	4700	28090	
12825	23860	4700	28560	

FITMENT	TABLE IN THE REVIS	ED PAY BAND	
PRE-REVISED SCALE NO. 15 Rs. 6000-225-7800-250-+9800-275-	PB-4 - Rs. 9000-40500/- + Rs. 4800/- REVISED PAY		
12000/-			
PRE-REVISED			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
6000	11160	4800	15960
6225	11580	4800	16380
6450	12000	4800	16800
6675	12420	4800	17220
6900	12840	4800	17640
7125	13260	4800	18060
7350	13680	4800	18480
7575	14090	4800	18890
7800	14510	4800	19310
8050	14980	4800	19780
8300	15440	4800	20240
8550	15910	4800	20710
8800	16370	4800	21170
9050	16840	4800	21640
9300	17300	4800	22100
9550	17770	4800	22570
9800	18230	4800	23030
10075	18740	4800	23540
10350	19260	4800	24060
10625	19770	4800	24570
10900	20280	4800	25080
11175	20790	4800	25590
11450	21300	4800	26100
11725	21810	4800	26610
12000	22320	4800	27120
12275	22840	4800	27640
12550	23350	4800	28150
12825	23860	4800	28660
13100	24370	4800	29170
13375	24880	4800	29680
13650	25390	4800	30190

PRE-REVISED SCALE NO. 16	REVISE	D PAY BAND+GRA	ADE PAY
Rs. 8000-275-13500/-	PB-4 - Rs. 9000-40500/- + Rs. 5400/-		
PRE-REVISED			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050
14600	27160	5400	32560
14875	27670	5400	33070
15150	28180	5400	33580

PRE-REVISED SCALE NO. 17 Rs. 10000-325-15525/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 6600/- REVISED PAY REVISED PAY REVISED BASIC PAY		
PRE-REVISED BASIC PAY			
	PAY IN THE BAND	GRADE PAY	
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
	27670	6600	34270
14875	28280	6600	34880
15200	28880	6600	35480
15525	29490	6600	36090
15850	30090	6600	36690
16175	30690	6600	37290
16500	31300	6600	37900
16825	31900	6600	38500
17150 17475	32510	6600	39110

PRE-REVISED SCALE NO. 18 REVISED PAY BAND+GRADE PA			ADE PAY
Rs. 12000-375-18000/-	PB-4 - Rs. 9000-40500/- + Rs. 7600/-		
PRE-REVISED	REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390
18000	33480	7600	41080
18375	34180	7600	41780
18750	34880	7600	42480
19125	35580	7600	43180
19500	36270	7600	43870
19875	36970	7600	44570
20250	37670	7600	45270

FITM	IENT TABLE IN THE RE	VISED PAY BAND		
PRE-REVISED SCALE NO. 19	REVISED PAY BAND+GRADE PAY			
Rs. 14300-400-18300/-	PB-5 - Rs. 37400-60000/- + Rs. 8700/- REVISED PAY			
PRE-REVISED				
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
14300	37400	8700	46100	
14700	37400	8700	46100	
15100	37400	8700	46100	
15500	37400	8700	46100	
15900	37400	8700	46100	
16300	37400	8700	46100	
16700	37400	8700	46100	
17100	37400	8700	46100	
17500	37400	8700	46100	
17900	37400	8700	46100	
18300	37400	8700	46100	
18700	37400	8700	46100	
19100	37400	8700	46100	
19500	37400	8700	46100	
19900	37400	8700	46100	
20300	37760	8700	46460	
20700	38510	8700	47210	

FITM	ENT TABLE IN THE RE	VISED PAY BAND	
PRE-REVISED SCALE NO. 20	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 8900/- REVISED PAY		
Rs. 16400-450-20000/-			
PRE-REVISED			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
16400	37400	8900	46300
16850	37400	8900	46300
17300	37400	8900	46300
17750	37400	8900	46300
18200	37400	8900	46300
18650	37400	8900	46300
19100	37400	8900	46300
19550	37400	8900	46300
20000	37400	8900	46300
20450	38040	8900	46940
20900	38880	8900	47780
21350	39720	8900	48620
21800	40550	8900	49450
22250	41390	8900	50290
22700	42230	8900	51130

FITM	ENT TABLE IN THE REV	ISED PAY BAND	
PRE-REVISED SCALE NO. 21	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 10000/- REVISED PAY		
Rs. 18400-500-22400/-			
PRE-REVISED			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
18400	37400	10000	47400
18900	37400	10000	47400
19400	37400	10000	47400
19900	37400	10000	47400
20400	37950	10000	47950
20900	38880	10000	48880
21400	39810	10000	49810
21900	40740	10000	50740
22400	41670	10000	51670
22900	42600	10000	52600
23400	43530	10000	53530
23900	44460	10000	54460
24400	45390	10000	55390
24900	46320	10000	56320
25400	47250	10000	57250

FITMENT TABLE IN THE REVISED PAY BAND PRE-REVISED SCALE NO. 22 REVISED PAY BAND+GRADE PAY				
Rs. 10000-300-15100-350-16500- 375-18000/-	PB-4 -	Rs. 9000-40500/		
PRE-REVISED	REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA	
10000	18600	7000	25600	
10300	19160	7000	26160	
10600	19720	7000	26720	
10900	20280	7000	27280	
11200	20840	7000	27840	
11500	21390	7000	28390	
11800	21950	7000	28950	
12100	22510	7000	29510	
12400	23070	7000	30070	
12700	23630	7000	30630	
13000	24180	7000	31180	
13300	24740	7000	31740	
13600	25300	7000	32300	
13900	25860	7000	32860	
14200	26420	7000	33420	
14500	26970	7000	33970	
14800	27530	7000	34530	
15100	28090	7000	35090	
15450	28740	7000	35740	
15800	29390	7000	36390	
16150	30040	7000	37040	
16500	30690	7000	37690	
16875	31390	7000	38390	
17250	32090	7000	39090	
17625	32790	7000	39790	
18000	33480	7000	40480	
18375	34180	7000	41180	
18750	34880	7000	41880	
19125	35580	7000	42580	
19500	36270	7000	43270	
19875	36970	7000	43270	
20250	37670	7000	44670	

PRE-REVISED SCALE NO. 23	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 9500/-			
Rs. 14300-450-22400/-	PB-5 - Rs. 37400-60000/- + Rs. 9500/- REVISED PAY			
PRE-REVISED	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
BASIC PAY	37400	9500	46900	
14300	37400	9500	46900	
14750	37400	9500	46900	
15200		9500	46900	
15650	37400	9500	46900	
16100	37400	9500	46900	
16550	37400	9500	46900	
17000	37400	9500	46900	
17450	37400	9500	46900	
17900	37400	9500	46900	
18350	37400	9500	46900	
18800	37400	9500	46900	
19250	37400	9500	46900	
19700	37400	9500	46980	
20150	37480		47820	
20600	38320	9500	48660	
21050	39160	9500	49490	
21500	39990	9500	50330	
21950	40830	9500	51170	
22400	41670	9500	52010	
22850	42510	9500	52840	
23300	43340	9500	53680	
23750	44180	9500	54520	
24200	45020	9500	55350	
24650	45850	9500	56190	
25100	46690	9500	30130	

PRE-REVISED SCALE NO. 24 Rs. 12500-375-18500/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 8000/-		
PRE-REVISED	REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
12500	23250	8000	31250
12875	23950	8000	31950
13250	24650	8000	32650
13625	25350	8000	33350
14000	26040	8000	34040
14375	26740	8000	34740
14750	27440	8000	35440
15125	28140	8000	36140
15500	28830	8000	36830
15875	29530	8000	37530
16250	30230	8000	38230
16625	30930	8000	38930
17000	31620	8000	39620
17375	32320	8000	
17750	33020	8000	40320
18125	33720	8000	41020
18500	34410	8000	41720
18875	35110	8000	42410
19250	35810	8000	43110
19625	36510	8000	43810
20000	37200	8000	44510
20375	37900		45200
20750	38600	8000	45900
	00000	8000	46600

Government of West Bengal Finance Department Audit Branch

No. 1694-F

Dated the 23rd February, 2009.

The undersigned is directed to forward herewith some illustrations showing fixation of pay in the revised Pay Structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, for guidance only. Head of the Offices will ensure that pay is fixed strictly in accordance with the provisions of the aforesaid rules.

By order of the Governor,

Sd/- B. Lahiri

Deputy Secretary to the Government of West Bengal

Illustrations showing the fixation of pay under West Bengal Services (Revision of Pay and Allowance) Rules, 2009

- Illustration 1: A Government employee with basic pay of Rs. 2820/- p.m. in the existing scale of pay of Rs. 2600-4175/- opted for fixation of his pay in the revised Pay Structure w.e.f. 01.01.2006.
 - 1. Existing Scale of Pay :Rs. 2600-55-2985-60-3525-65-4175/-
 - 2. Pay Band (revised) applicable : PB-1 Rs. 4900-16200/-
 - 3. Existing Basic Pay as on 01.01.2006 : Rs. 2820/- p.m.
 - 4. Pay after multiplication by a factor of 1.86 : Rs. 5250/(to be rounded off to the next multiple of 10)
 - 5. Pay in the Pay Band (PB-1) : Rs. 5250/-6. Grade Pay attached to the Scale : Rs. 1700/-
 - 7. Revised Basic Pay (total of Pay in : Rs. 6950/- (as on 01.01.06) the Pay Band and Grade Pay (5+6))
 - 8. Date of next increment : Rs. 01.07.06
- Illustration 2: A Government employee with basic pay of Rs. 3120/- p.m. in the existing scale of pay of Rs. 2700-4400/- opted for fixation of his pay in the revised Pay Structure w.e.f. 01.04.2006.
 - 1. Existing Scale of Pay :Rs. 2700-60-3120-65-3770-70-4400/-
 - 2. Pay Band (revised) applicable : PB-1 Rs. 4900-16200/-
 - 3. Existing Basic Pay as on 01.04.2006 : Rs. 3120/- p.m.
 - 4. Pay after multiplication by a factor of 1.86 : Rs. 5810/(to be rounded off to the next multiple of 10)
 - 5. Pay in the Pay Band (PB-1) : Rs. 5810/-
 - 6. Grade Pay attached to the Scale : Rs. 1800/-
 - 7. Revised Basic Pay (total of Pay in : Rs. 7610/- (as on 01.04.06) the Pay Band and Grade Pay (5+6))
 - 8. Date of next increment : Rs. 01.07.07
- Illustration 3: A Government employee with basic pay of Rs. 4000/- p.m. in the existing scale of pay of Rs. 3350-6325/- opted for fixation of his pay in the revised Pay Structure w.e.f. 01.01.2006.
 - 1. Existing Scale of Pay :Rs. 3350-90-3800-100-4700-125-6325/-
 - 2. Pay Band (revised) applicable : PB-2 Rs. 5400-25200/-
 - 3. Existing Basic Pay as on 01.01.2006: Rs. 4000/- p.m.
 - 4. Pay after multiplication by a factor of 1.86 : Rs. 7440/(to be rounded off to the next multiple of 10)
 - 5. Pay in the Pay Band (PB-2) : Rs. 7440/-
 - 6. Grade Pay attached to the Scale : Rs. 2600/-
 - 7. Revised Basic Pay (total of Pay in : Rs. 10040/- (as on 01.01.06) the Pay Band and Grade Pay (5+6))
 - 8. Date of next increment : Rs. 01.07.06